



PROTECT
HONOR **RESPECT**

Carlson C.
Cisneros F.
Coleman A.
Coles C.
Conover G.
Collet T.
Cook P.
Crow S.
Gonder Z.
Griffis R.
Hamilton J.
Higley M.
Kenkel M.
King S.
LaPlante M.
Luke J.
Mickelson C.
Moss M.
Napier D.
Moble J.



Olsen D.
Pallesen J.
Pennington M.
Reynolds R.
Radell K.
Rutsch M.
Selburne M.
Simmons E.
Smith C.
Tripp B.
Turley S.
Webb R.
White A.
Wolle D.
Edwards M.
Findlay D.
Reitz J.
Syddall T.
Taxin N.

TRAINING SUPERVISOR TRAINING TECHNICIANS
Cochey D.L. Hoyer
Smy Poret D.L. Hannell
Coleman
Harman

UTAH DEPARTMENT OF PUBLIC SAFETY PEACE OFFICER STANDARDS AND TRAINING ANNUAL REPORT 2004

THROUGH THE DIRECTION OF
THE COUNCIL OF PEACE OFFICER
STANDARDS AND TRAINING, OUR
MISSION IS TO PROVIDE
PROFESSIONAL STANDARDS AND
TRAINING, LEADERSHIP, AND
CERTIFICATION FOR PEACE
OFFICERS AS WE WORK TO
PROTECT THE RIGHTS AND
PRIVILEGES OF OUR CITIZENS.



Basic Training Session #253

STATE OF UTAH

DEPARTMENT OF
PUBLIC SAFETY

UTAH PEACE OFFICER
STANDARDS
AND TRAINING

GOVERNOR

Olene S. Walker

COMMISSIONER

Robert L. Flowers

DIRECTOR

Sidney P. Groll

ACTING DIRECTOR

Robert W. Morris

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FROM THE DIRECTOR



Robert W. Morris - Acting Director

The famous line "It was The Best of Times, it was the Worst of Times" from Charles Dickens' novel *A Tale of Two Cities*, artfully expresses what Peace Officer Standards and Training experienced during 2004. POST went through a great deal of change. Change in leadership, change in staff, and even a change in the way POST does business. Partnerships were developed, committees organized, and individual teams were created with the sole purpose of improving services to our public safety customers. And without missing a beat, the POST staff maintained their very high degree of professionalism, dedication and enthusiasm. Even during The Most Challenging of Times POST has proved it is the best place to work in state government.

It was the best of times, when a mere spark (idea) from Commissioner Robert Flowers' Office, began to smolder and

quickly caught fire on the possibility of a privately developed Public Safety Training Center. The Commissioner's idea and desire was soon discussed with the right person, at the right time and for all the right reasons. A state and private partnership was formed and a new state-of-the-art Public Safety Training Center was planned and should become a reality in the Fall of 2005.

During 2004, POST was the host agency for the International Association of Directors of Law Enforcement Standards and Training's (IADLEST) Annual Conference. With "Homeland Security" as its theme the conference drew directors from all over the nation. It was a honor and privilege to be able to showcase the beauty of Salt Lake City and the State of Utah. Conference attendees' evaluations expressed a very strong appreciation for the quality of the conference and especially the value of the training received. We feel a very high standard was set for the next conference in Annapolis, Maryland.

Through a creative partnership, the much needed renovation of the State's Emergency Vehicle Operations Track was accomplished. With help from the Department of Transportation and Department of Facilities Management, funding was identified for major shoulder repair and a complete overlay of

the track. Because the use of the track is under heavy demand, a special team effort was needed. Between the construction crew and the EVO staff the project was completed professionally and efficiently with minimal down time. Our appreciation goes out to the EVO staff and construction company crews for a job well done.

The Basic Training Bureau continues to produce highly trained and educated academy graduates. A special academy session was conducted because of a partnership between POST and the Salt Lake City Police Department. Because of their need and ability to contribute facilities and staff, an extra session was accomplished. Logistics were a challenge, but proved that with teamwork and a commitment to succeed, the challenge can be overcome.

In-Service opportunities were utilized by officers all over the state and with POST's contributions both EDI conferences they were very successful, also.

POST's "Worst of Times" came when Director Sid Groll left to become a special projects coordinator with the Commissioners Office. We were sad to see him leave after 7 years of dedicated service to POST, but it was an opportunity for him to take on new challenges. His legacy will live on for many years to come.

IADLEST CONFERENCE 2004



In June of 2004 Utah POST was the host of the annual International Association of Directors of Law Enforcement Standards and Training (IADLEST) Conference.

IADLEST is an international organization of training managers and executives dedicated to the improvement of public safety personnel. The mission of IADLEST is to research, develop and share information, ideas and innovations that assist states in establishing Peace Officer standards. To achieve this important goal, all training professionals are welcomed as members.

The POST staff, along with the Directors of the satellite academies, planned and organized the IADLEST conference for approximately two years. Together, they selected the theme of "Homeland Security" for the conference. As part of tradition for IADLEST conferences, a 5K run and auction were held and over five

thousand dollars were raised for the Utah Special Olympics.

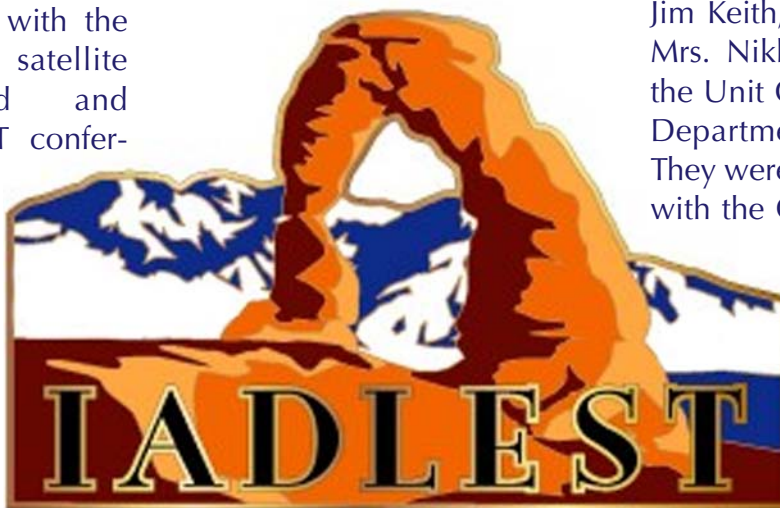
Representatives from the Utah Special Olympics along with a local special Olympian were in attendance at the conference banquet to receive the check.

Overall the conference was a success. In total, there were eighty-one conference attendees and twenty-four conference



vendors. A lot of dedication and hard work went into making this conference such a success.

In appreciation for the efforts made towards this conference, a Unit Citation was awarded to three staff members at POST. Lt. Jim Keith, Mrs. Jayme Garn, and Mrs. Nikki Wells were awarded the Unit Citation Award from the Department of Public Safety. They were honored at a luncheon with the Commissioner of Public Safety, POST Administration and some additional staff members. Congratulations to them on a job well done.



POST K-9 SECRET SERVICE PARTNERSHIP



Secret Service K-9 Training Program

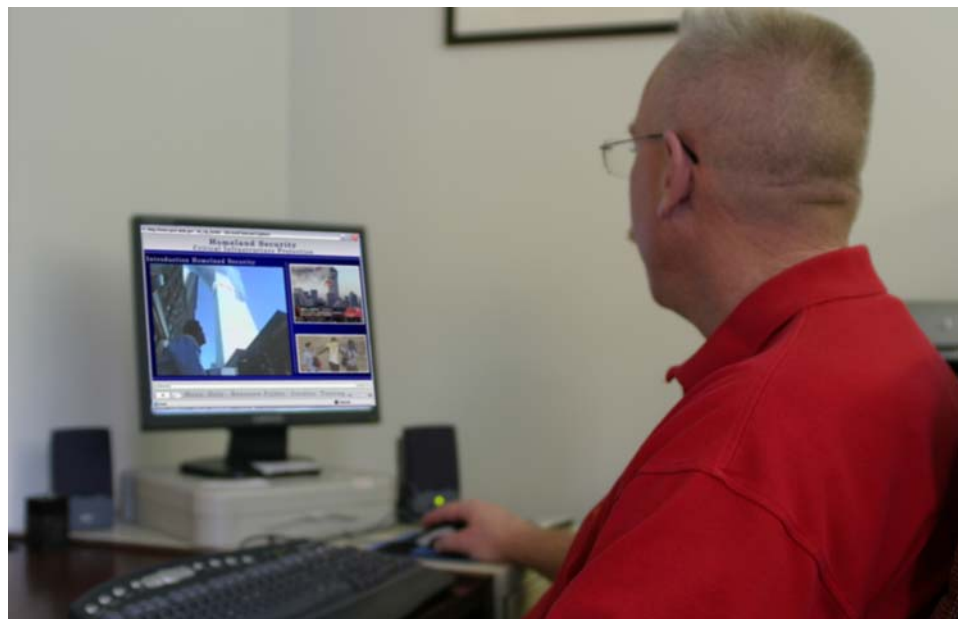
POST's Police Service Dog Training Program had the distinct honor this last year to assist the United States Secret Service with their K-9 training program. Because of his expertise, Wendell

Nope was asked to serve as a consultant to the U. S. Secret Service K-9 Unit. He assisted with the training and certification of the Secret Service K-9 training program.

The K-9 Program at Utah POST is known nationwide for excellence and innovation in Police Service Dog training.

E-LEARNING PORTAL

In 2004, POST's first E-Learning Project, which was over two years in the making, was released. The E-Learning portal is an online learning center where law enforcement officers can take training and testing online. This marks a major accomplishment at POST in utilizing technology to deliver cost-effective training and testing of Utah law enforcement officers. In 2004, 935 law enforcement officers fulfilled the Intoxilyzer and Radar/Lidar recertification requirements online. Additionally, 63 Dispatchers took their final certification exam through the online testing process. This accomplishment addresses one of POST's long-range goals: "To utilize



Glen Poret Taking The Homeland Security Training

technology to better meet peace officer standards and training requirements". Someday, and not too far in the future, officers will

have an additional opportunity to train anywhere. Best of all the officers can train anytime their busy schedules will allow.

TRIBUTE TO POLICE OFFICERS ON MILITARY ACTIVE DUTY



Tribute Wall At The POST Academy

"We will not waver, we will not tire, we will not falter, and we will not fail; Peace and Freedom will prevail." These words heard throughout America from President George W. Bush shortly after the September 11th attacks, have left a lasting impression on all of us. We have all seen the men and women of our armed forces leave and return from fighting the many battles that our nation is facing today. Some of us have been closely affected by the loss of our soldiers, but all of us have felt the affects of the tragic events.

Since the September 11th attacks, Utah has been greatly affected by the military activations with a

large majority of these military men and women being Peace Officers in Utah. Director Sidney Groll from the Utah Department of Public Safety Peace Officer Standards & Training (POST), along with Deputy Director Robert Morris, envisioned an area of the Police Academy to become a tribute to these men and women. With some help from their support staff the design of the wall quickly came together.

Today, the display hangs proudly in the halls of the Academy. The almost 100 photos of officers serving Utah and our country, or those who have served since 9-11, are framed by two enormous American flags. Included on the bottom of each photo is the activation date and Agency of the officer. At the top of the display, in large bold print, sits the walls theme, "Serving

With Honor," which is also surrounded by an additional State of Utah flag and two American flags.

One tragic part of the display is the memorial tribute to the only fallen officer to date, Detective James Cawley of the Salt Lake City Police Department. It was always POST's intention to have the wall serve as a tribute and not a memorial. Unfortunately, Detective Cawley did pay the ultimate sacrifice on March 29, 2003 while fighting the war in Iraq.

In addition to the tribute wall, the Academy classes participate in a fallen officer memorial once a week. During this tribute the stories and personal information of the fallen officers are read for all to hear. This is a reminder to the future officers of what "putting your life on the line" is all about.



Tribute Wall Photos Of Officers Serving

BASIC TRAINING



Basic Cadets Raising Flag At 9-11 Ceremony

Partnership with Salt Lake City Police Department:

A new and innovating partnership, with the Salt Lake City Police Department, was formed to host an additional academy session. This session accommodates a need for several Salt Lake City PD officers to be trained, with the remaining slots filled by other agency cadets from all over the state. In return, Salt Lake City offered their training facility and training staff to help facilitate the class. It was a great partnership for both agencies.

Law Enforcement Medley Marathon:

POST staff and cadets participated in the Law Enforcement Medley Marathon where the 5 members of each team ran a leg of a 26.3 mile race. The POST staff team consisting of Hobie Metz, Chris Witte, Brad Davis, T.J. Harper and Kyle Bushnell took First Place over tough competition.

Staff Changes:

Sgt. Rich Montanez joined DI TJ Harper and Sgt. Kyle Bushnell as Basic Training Drill Instructors.

Congratulations to Amber Beckstead and Chris Coleman, who are new mothers. They both have resigned their positions to stay at home with their new babies. Chelsey Mason and Teri Harmon took their positions in assuring the basic training sessions operate smoothly.



Basic Training Aerobic Workout

Community Service:

Cadets from POST sponsored and/or participated in several fund raisers for community issues.

Dalton "Bug" Fowers

To assist in paying for medical treatments for a deputy's critically ill son.

Buy a donut from a cop

Special Olympics fundraiser

Special Olympics Torch Run

A group of cadets ran with the torch into the opening ceremonies of the Special Olympics.

Statistics:

The Basic Training Bureau (Police Academy) conducted six Academy training sessions and graduated 162 officers representing 36 state, local, and county agencies throughout Utah.

WESTERN REGIONAL POLICE CORPS

This year, the Western Regional Police Corps graduated 24 officers from our 8th academy class. This class was the third to include graduates from states other than Utah. While 16 of those 24 graduates are now serving their four years of required service in Utah, there are also six serving in Arizona and two in Nevada. We have successfully created a curriculum that will satisfy the performance objectives for each of the P.O.S.T. programs involved.

To date, the Western Regional Training Academy has trained cadets from Utah (144 graduates), Arizona (7 graduates), Nevada (8 graduates) and Connecticut (9 graduates).

The Western Regional Police Corps Academy continues to use Marine Drill Instructors to teach drill and ceremony to its cadets during the first week of the



Police Corps Drill & Ceremony Training

academy. The utilization of the Marines has had a significant impact on the cadets' professionalism, courtesy, and respect towards our country as well as the governing public they will serve.

Our June 2004 academy class was the first in Utah to include a participant from our scholarship program for dependents of slain officers. Slade Gurr is the son of Chief Cecil Gurr of Roosevelt Police Department who received a fatal gunshot wound while diverting the attention of an armed man who had been

abusing his girlfriend. Slade is now working with the Logan City Police Department.

Our recognition in the community continues to spread by word-of-mouth, graduates, scholarship students, professors, other officers, and sponsoring agencies. Someone already familiar with the program refers the majority of our applicants to us. The web site is helpful in explaining and answering common questions for applicants as well as providing convenient access to the application forms.



Police Corps Defensive Tactics Training

IN-SERVICE TRAINING BUREAU

Our In-Service Bureau has the responsibility to assist agencies with their officers' continuing education. Emergency Vehicle Operations, Service Dog Program, and Advanced Officer Training comprises the In-Service Bureau. In 2004 POST sponsored 120 classes training 2,169 officers, for a total of 52,089 training hours.



In-Service Taser Instructor Training

EMERGENCY VEHICLE OPERATIONS

The Emergency Vehicle Operation program formed a committee of EVO instructors from different departments around the state. The committee looked into the curriculum being taught, and made recommendations for change.

The curriculum for the EVO program was changed and updated. The initial lecture was cut from 8 hours to 6 hours with the additional time being allocated out at the driving facility. Case law and teaching techniques are updated and the time used at the range is used more efficiently.

Academy students now get more one-on-one training with instruc-

tors, allowing deficiencies to be recognized quicker and fixed earlier. Students are better prepared to operate an emergency vehicle when they leave the academy.

The range was utilized 331 days last year represented by 27 different agencies. 9 Satellite academies, 7 POST Sessions and 1 Police Corps class session also utilized the facilities.



In-Service Taser Instructor Training

SERVICE DOG PROGRAM

In 2004, the Utah POST K-9 Program had its most successful year to date. More officers and dogs were trained than in any previous year. Not only have the numbers increased, but also the quality of training.

The new reality-based training protocol has shown it prepares a Handler/Dog with more skills when they go into service than previous training methods.

The K-9 Curriculum Committee has continued to offer excellent

insight into the needs of agencies and officers working dogs throughout the State.

In 2004 135 officers were trained and certified. 218 K-9's were trained and certified totalling 30,828 training hours.

INVESTIGATIONS BUREAU

The Investigations Bureau, which oversees investigations of police misconduct, opened 91 cases in

2004. Eleven of those resulted in suspensions, thirteen in revocations, eight in "letters of

caution", and seven "letters of no action". Fifty-two cases are still under investigation.

POST COUNCIL

In January 2004, Sheriff Mike Lacy moved up to Chairman and Chief Jon Greiner was elected Vice-Chair. (2004-2006)

The Council wrote the following Rules of Procedure: The Chairman shall serve a single two-year term. The Vice-Chairman shall serve a two-year term. In addition, he/she will move up to serve another two-year term as Chairman. (A four-year commitment.)

teen-member Council. Outgoing members included: F.B.I. SAC Chip Burrus and UDC Executive Director Mike Chabries. Executive Director Scott Carver became the new member representing UDC.

POST Council meets quarterly. In the four meetings held in 2004, 46 disciplinary cases were reviewed and varying sanctions were imposed.

During 2004, very few other changes were made to the seven-

The Attorney General's Office requested POST to conduct an

investigation on the Hildale/Colorado City officers. The basis for the investigation was for any possible violations that would effect the officers' certifications.

Sub-committees were organized to study EVO, Federal Officers, Defensive Tactics, K-9, Task Analysis, and Physical Fitness. Reports were given on EVO, Pit Maneuvering, Federal Officers and Physical Fitness.

SATELLITE ACADEMIES

Bridgerland Applied Technology

25 cadets attended the SFO block, 15 completed the training and 10 cadets failed the course. 2 were dismissed by POST, 1 arrested on warrants, 6 failed the PT, and 1 dropped out of the training. 21 cadets attended the LEO block, 19 completed the training while 2 cadets failed due to PT requirements.

Salt Lake Community College

79 cadets attended the SFO block, 68 completed the training and 11 cadets failed the course due to PT. 81 cadets attended the LEO block, 77 completed the training while 4 cadets failed due to PT requirements.

Utah Valley State College

60 cadets attended the SFO block, 45 completed the training and 15 cadets failed the course. 11 failed the PT, 1 failed the background check, and 1 resigned for personal reasons. 22 attended the LEO block, 20 completed the training while 2 cadets failed the PT requirements.

Department Of Corrections

229 cadets attended the SFO block, 217 completed the training and 12 cadets failed the course. 5 were dismissed for conduct, 3 failed academics, 3 resigned for personal reasons, and 1 deployed on active military duty.

Weber State University Ogden Academy

65 cadets attended the SFO block, 56 completed the training and 9 cadets failed the course. 1 failed due to academics, 6 failed the PT, and 2 failed due to the ACT Practical. 44 attended the LEO block, 39 completed the training while 4 cadets failed the course. 1 failed due to academics, 2 failed the PT, and 1 failed the ACT Practical.

Weber State University St. George Academy

25 cadets attended the SFO block, 21 completed the training and 4 cadets failed the course. 2 failed due to academics, and 2 failed the PT



**UTAH DEPARTMENT OF PUBLIC SAFETY
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